

**STATE PLAN FOR THE STATE VOCATIONAL REHABILITATION SERVICES PROGRAM
AND
STATE PLAN SUPPLEMENT FOR THE STATE SUPPORTED EMPLOYMENT SERVICES PROGRAM**

STATE: District of ColumbiaAGENCY: Department on Disability ServicesAGENCY TYPE: GENERAL _____ VISUALLY IMPAIRED _____ COMBINED X**SECTION 1: STATE CERTIFICATIONS**

- 1.1** The Department on Disability Services is authorized to submit this State Plan under Title I of the Rehabilitation Act of 1973, as amended¹ and its supplement under Title VI, Part B, of the Rehabilitation Act².
- 1.2** As a condition for the receipt of federal funds under Title I, Part B, of the Rehabilitation Act for the provision of vocational rehabilitation services, the Department on Disability Services agrees to operate and administer the State Vocational Rehabilitation Services Program in accordance with the provisions of this State Plan⁴, the Rehabilitation Act, and all applicable regulations⁵, policies and procedures established by the secretary. Funds made available under Section 111 of the Rehabilitation Act are used solely for the provision of vocational rehabilitation services under Title I of the Rehabilitation Act and the administration of the State Plan for the vocational rehabilitation services program.
- 1.3** As a condition for the receipt of federal funds under Title VI, Part B, of the Rehabilitation Act for supported employment services, the designated state agency agrees to operate and administer the State Supported Employment Services Program in accordance with the provisions of the supplement to this State Plan⁶, the Rehabilitation Act and all applicable regulations⁷, policies and procedures established by the secretary. Funds made available under Title VI, Part B, are used solely for the provision of supported employment services and the administration of the supplement to the Title I State Plan.
- 1.4** The designated state agency and/or the designated state unit have the authority under state law to perform the functions of the state regarding this State Plan and its supplement.
- 1.5** The state legally may carry out each provision of the State Plan and its supplement.
- 1.6** All provisions of the State Plan and its supplement are consistent with state law.

- 1.7** The Director (title of state officer) has the authority under state law to receive, hold and disburse federal funds made available under this State Plan and its supplement.
- 1.8** The Director has the authority to submit this State Plan for vocational rehabilitation services and the State Plan supplement for supported employment services.
- 1.9** The agency that submits this State Plan and its supplement has adopted or otherwise formally approved the plan and its supplement.

(Signature)

Judith E. Heumann

(Typed Name of Signatory)

(Date)

Director

(Title)

¹ Public Law 93-112, as amended by Public Laws 93-516, 95-602, 98-221, 99-506, 100-630, 102-569, 103-073, and 105-220.

² Unless otherwise stated, "Rehabilitation Act" means the Rehabilitation Act of 1973, as amended.

³ All references in this plan to "designated state agency" or to "the state agency" relate to the agency identified in this paragraph.

⁴ No funds under Title I of the Rehabilitation Act may be awarded without an approved State Plan in accordance with Section 101(a) of the Rehabilitation Act and 34 CFR part 361.

⁵ Applicable regulations include the Education Department General Administrative Regulations (EDGAR) in 34 CFR Parts 74, 76, 77, 79, 80, 81, 82, 85 and 86 and the State Vocational Rehabilitation Services Program regulations in 34 CFR Part 361.

⁶ No funds under Title VI, Part B, of the Rehabilitation Act may be awarded without an approved supplement to the Title I State Plan in accordance with Section 625(a) of the Rehabilitation Act.

⁷ Applicable regulations include the EDGAR citations in footnote 5, 34 CFR Part 361, and 34 CFR Part 363.

SECTION 2: PUBLIC COMMENT ON STATE PLAN POLICIES AND PROCEDURES**2.1 Public participation requirements.** (Section 101(a) (16) (A) of the Rehabilitation Act; 34 CFR 361.10(d), .20(a), (b), (d); and 363.11(g) (9))**(a) Conduct of public meetings.**

The designated state agency, prior to the adoption of any substantive policies or procedures governing the provision of vocational rehabilitation services under the State Plan and supported employment services under the supplement to the State Plan, including making any substantive amendments to the policies and procedures, conducts public meetings throughout the state to provide the public, including individuals with disabilities, an opportunity to comment on the policies or procedures.

(b) Notice requirements.

The designated state agency, prior to conducting the public meetings, provides appropriate and sufficient notice throughout the state of the meetings in accordance with state law governing public meetings or, in the absence of state law governing public meetings, procedures developed by the state agency in consultation with the State Rehabilitation Council, if the agency has a council.

(c) Special consultation requirements.

The state agency actively consults with the director of the Client Assistance Program, the State Rehabilitation Council, if the agency has a council and, as appropriate, Indian tribes, tribal organizations and native Hawaiian organizations on its policies and procedures governing the provision of vocational rehabilitation services under the State Plan and supported employment services under the supplement to the State Plan.

SECTION 3: SUBMISSION OF THE STATE PLAN AND ITS SUPPLEMENT

3.1 Submission and revisions of the State Plan and its supplement. (Sections 101(a) (1), (23) and 625(a) (1) of the Rehabilitation Act; Section 501 of the Workforce Investment Act; 34 CFR 76.140; 361.10(e), (f), and (g); and 363.10)

- (a) The state submits to the commissioner of the Rehabilitation Services Administration the State Plan and its supplement on the same date that the state submits either a State Plan under Section 112 of the Workforce Investment Act of 1998 or a state unified plan under Section 501 of that Rehabilitation Act.
- (b) The state submits only those policies, procedures or descriptions required under this State Plan and its supplement that have not been previously submitted to and approved by the commissioner.
- (c) The state submits to the commissioner, at such time and in such manner as the commissioner determines to be appropriate, reports containing annual updates of the information relating to the:
 - (1) Comprehensive System of Personnel Development;
 - (2) Assessments, Estimates, Goals and Priorities, and Reports of Progress;
 - (3) Innovation and Expansion Activities; and
 - (4) Other updates of information required under Title I, Part B, or Title VI, Part B, of the Rehabilitation Act that are requested by the commissioner.
- (d) The State Plan and its supplement are in effect subject to the submission of modifications the state determines to be necessary or the commissioner requires based on a change in state policy, a change in federal law, including regulations, an interpretation of the Rehabilitation Act by a federal court or the highest court of the state, or a finding by the commissioner of state noncompliance with the requirements of the Rehabilitation Act, 34 CFR 361 or 34 CFR 363.

3.2 Supported Employment State Plan supplement. (Sections 101(a) (22) and 625(a) of the Rehabilitation Act; 34 CFR 361.34 and 363.10)

- (a) The state has an acceptable plan for carrying out Part B, of Title VI of the Rehabilitation Act that provides for the use of funds under that part to supplement funds made available under Part B, of Title I of the Rehabilitation Act for the cost of services leading to supported employment.
- (b) The Supported Employment State Plan, including any needed annual revisions, is submitted as a supplement to the State Plan.

SECTION 4: ADMINISTRATION OF THE STATE PLAN**4.1 Designated state agency and designated state unit.** (Section 101(a) (2) of the Rehabilitation Act; 34 CFR 361.13(a) and (b))**(a) Designated state agency.**

- (1) There is a state agency designated as the sole state agency to administer the State Plan or to supervise its administration in a political subdivision of the state by a sole local agency.
- (2) The designated state agency is:
 - (A) _____ a state agency that is primarily concerned with vocational rehabilitation or vocational and other rehabilitation of individuals with disabilities; or
 - (B) X a state agency that is not primarily concerned with vocational rehabilitation or vocational and other rehabilitation of individuals with disabilities and includes a vocational rehabilitation unit as provided in paragraph (b) of this section.
- (3) In American Samoa, the designated state agency is the governor.

(b) Designated state unit.

- (1) If the designated state agency is not primarily concerned with vocational rehabilitation or vocational and other rehabilitation of individuals with disabilities, in accordance with subparagraph 4.1(a)(2)(B) of this section, the state agency includes a vocational rehabilitation bureau, division or unit that:
 - (A) Is primarily concerned with vocational rehabilitation or vocational and other rehabilitation of individuals with disabilities and is responsible for the administration of the designated state agency's vocational rehabilitation program under the State Plan;
 - (B) has a full-time director;
 - (C) Has a staff, at least 90 percent of whom are employed full-time on the rehabilitation work of the organizational unit; and
 - (D) is located at an organizational level and has an organizational status within the designated state agency comparable to that of other major organizational units of the designated state agency.
- (2) The name of the designated state vocational rehabilitation unit is DDS/ RSA

4.2 State independent commission or State Rehabilitation Council. (Sections 101(a) (21) and 105 of the Rehabilitation Act; 34 CFR 361.16 and .17)

The State Plan must contain one of the following assurances.

- (a) The designated state agency is an independent state commission that:
- (1) is responsible under state law for operating or overseeing the operation of the vocational rehabilitation program in the state and is primarily concerned with the vocational rehabilitation or vocational and other rehabilitation of individuals with disabilities in accordance with subparagraph 4.1(a)(2)(A) of this section.
 - (2) Is consumer-controlled by persons who:
 - (A) Are individuals with physical or mental impairments that substantially limit major life activities; and
 - (B) Represent individuals with a broad range of disabilities, unless the designated state unit under the direction of the commission is the state agency for individuals who are visually impaired;
 - (3) Includes family members, advocates or other representatives of individuals with mental impairments; and
 - (4) Undertakes the functions set forth in Section 105(c) (4) of the Rehabilitation Act and 34 CFR 361.17(h) (4).

Or

- (b) X The state has established a State Rehabilitation Council that meets the criteria set forth in Section 105 of the Rehabilitation Act, 34 CFR 361.17 and the designated state unit:
- (1) jointly with the State Rehabilitation Council develops, agrees to and reviews annually state goals and priorities and jointly submits to the commissioner annual reports of progress in accordance with the provisions of Section 101(a)(15) of the Rehabilitation Act, 34 CFR 361.29 and subsection 4.11 of this State Plan;
 - (2) Regularly consults with the State Rehabilitation Council regarding the development, implementation and revision of state policies and procedures of general applicability pertaining to the provision of vocational rehabilitation services;
 - (3) includes in the State Plan and in any revision to the State Plan a summary of input provided by the State Rehabilitation Council, including recommendations from the annual report of the council described in Section 105(c)(5) of the Rehabilitation Act and 34 CFR 361.17(h)(5), the review and analysis of consumer satisfaction described in Section 105(c)(4) of the Rehabilitation Act and 34 CFR 361.17(h)(4), and other reports prepared by the council and the response of the designated state unit to the input and recommendations, including explanations for rejecting any input or recommendation; and
 - (4) Transmits to the council:

- (A) All plans, reports and other information required under 34 CFR 361 to be submitted to the commissioner;
- (B) all policies and information on all practices and procedures of general applicability provided to or used by rehabilitation personnel in carrying out this State Plan and its supplement; and
- (C) Copies of due process hearing decisions issued under 34 CFR 361.57, which are transmitted in such a manner as to ensure that the identity of the participants in the hearings is kept confidential.

- (c) *If the designated state unit has a State Rehabilitation Council, Attachment 4.2(c)* provides a summary of the input provided by the council consistent with the provisions identified in subparagraph (b)(3) of this section; the response of the designated state unit to the input and recommendations; and, explanations for the rejection of any input or any recommendation.

4.3 Consultations regarding the administration of the State Plan. (Section 101(a) (16) (B) of the Rehabilitation Act; 34 CFR 361.21)

The designated state agency takes into account, in connection with matters of general policy arising in the administration of the plan and its supplement, the views of:

- (a) Individuals and groups of individuals who are recipients of vocational rehabilitation services or, as appropriate, the individuals' representatives;
- (b) Personnel working in programs that provide vocational rehabilitation services to individuals with disabilities;
- (c) Providers of vocational rehabilitation services to individuals with disabilities;
- (d) The director of the Client Assistance Program; and
- (e) The State Rehabilitation Council, if the state has a council.

4.4 Nonfederal share. (Sections 7(14) and 101(a) (3) of the Rehabilitation Act; 34 CFR 80.24 and 361.60)

The nonfederal share of the cost of carrying out this State Plan is 21.3 percent and is provided through the financial participation by the state or, if the state elects, by the state and local agencies.

4.5 Local administration. (Sections 7(24) and 101(a) (2) (A) of the Rehabilitation Act; 34 CFR 361.5(b) (47) and .15)

The State Plan provides for the administration of the plan by a local agency. Yes ___ No X

If "Yes", the designated state agency:

- (a) ensures that each local agency is under the supervision of the designated state unit with the sole local agency, as that term is defined in Section 7(24) of the Rehabilitation Act and 34 CFR 361.5(b)(47), responsible for the administration of the vocational rehabilitation program within the political subdivision that it serves; and
- (b) Develops methods that each local agency will use to administer the vocational rehabilitation program in accordance with the State Plan.

4.6 Shared funding and administration of joint programs. (Section 101(a)(2)(A)(ii) of the Rehabilitation Act; 34 CFR 361.27)

The State Plan provides for the state agency to share funding and administrative responsibility with another state agency or local public agency to carry out a joint program to provide services to individuals with disabilities. **Yes** **No** X

If "Yes", the designated state agency submits to the commissioner for approval a plan that describes its shared funding and administrative arrangement. The plan must include:

- (a) a description of the nature and scope of the joint program;
- (b) the services to be provided under the joint program;
- (c) the respective roles of each participating agency in the administration and provision of services; and
- (d) The share of the costs to be assumed by each agency.

4.7 Statewideness and waivers of statewideness. (Section 101(a) (4) of the Rehabilitation Act; 34 CFR 361.25, .26, and .60(b) (3) (i) and (ii))

- (a) Services provided under the State Plan are available in all political subdivisions of the state.
- (b) The state unit may provide services in one or more political subdivisions of the state that increase services or expand the scope of services that are available statewide under this State Plan if the:
 - (1) nonfederal share of the cost of these services is met from funds provided by a local public agency, including funds contributed to a local public agency by a private agency, organization or individual;
 - (2) services are likely to promote the vocational rehabilitation of substantially larger numbers of individuals with disabilities or of individuals with disabilities with particular types of impairments; and
 - (3) state, for purposes other than the establishment of a community rehabilitation program or the construction of a particular facility for community rehabilitation program purposes, requests in **Attachment 4.7(b)(3)** a waiver of the statewideness requirement in accordance with the following requirements:
 - (A) identification of the types of services to be provided;
 - (B) written assurance from the local public agency that it will make available to the state unit the nonfederal share of funds;

- (C) written assurance that state unit approval will be obtained for each proposed service before it is put into effect; and
- (D) Written assurance that all other State Plan requirements, including a state's order of selection, will apply to all services approved under the waiver.
- (c) Contributions, consistent with the requirements of 34 CFR 361.60(b) (3) (ii), by private entities of earmarked funds for particular geographic areas within the state may be used as part of the nonfederal share without the state requesting a waiver of the statewideness requirement provided that the state notifies the commissioner that it cannot provide the full nonfederal share without using the earmarked funds.

4.8 Cooperation, collaboration and coordination. (Sections 101(a) (11), (24) (B), and 625(b) (4) and (5) of the Rehabilitation Act; 34 CFR 361.22, .23, .24, and .31, and 363.11(e))

- (a) **Cooperative agreements with other components of statewide work force investment system.**
The designated state agency or the designated state unit has cooperative agreements with other entities that are components of the statewide work force investment system and replicates those agreements at the local level between individual offices of the designated state unit and local entities carrying out the One-Stop service delivery system or other activities through the statewide work force investment system.
- (b) **Cooperation and coordination with other agencies and entities.**
Attachment 4.8(b) (1)-(4) describes the designated state agency's:
 - (1) cooperation with and use of the services and facilities of the federal, state, and local agencies and programs, including programs carried out by the undersecretary for Rural Development of the United States Department of Agriculture and state use contracting programs, to the extent that those agencies and programs are not carrying out activities through the statewide work force investment system;
 - (2) Coordination, in accordance with the requirements of paragraph 4.8(c) of this section, with education officials to facilitate the transition of students with disabilities from school to the receipt of vocational rehabilitation services;
 - (3) establishment of cooperative agreements with private nonprofit vocational rehabilitation service providers, in accordance with the requirements of paragraph 5.10(b) of the State Plan; and,
 - (4) efforts to identify and make arrangements, including entering into cooperative agreements, with other state agencies and entities with respect to the provision of supported employment and extended services for individuals with the most significant disabilities, in accordance with the requirements of subsection 6.5 of the supplement to this State Plan.

(c) **Coordination with education officials.**

- (1) **Attachment 4.8(b) (2)** describes the plans, policies and procedures for coordination between the designated state agency and education officials responsible for the public education of students with disabilities that are designed to facilitate the transition of the students who are individuals with disabilities from the receipt of educational services in school to the receipt of vocational rehabilitation services under the responsibility of the designated state agency.
- (2) The State Plan description must:
- (A) provide for the development and approval of an individualized plan for employment in accordance with 34 CFR 361.45 as early as possible during the transition planning process but, at the latest, before each student determined to be eligible for vocational rehabilitation services leaves the school setting or if the designated state unit is operating on an order of selection before each eligible student able to be served under the order leaves the school setting; and
 - (B) include information on a formal interagency agreement with the state educational agency that, at a minimum, provides for:
 - (i) Consultation and technical assistance to assist educational agencies in planning for the transition of students with disabilities from school to post school activities, including vocational rehabilitation services;
 - (ii) Transition planning by personnel of the designated state agency and the educational agency for students with disabilities that facilitates the development and completion of their individualized education programs under Section 614(d) of the Individuals with Disabilities Education Act;
 - (iii) roles and responsibilities, including financial responsibilities, of each agency, including provisions for determining state lead agencies and qualified personnel responsible for transition services; and
 - (iv) Procedures for outreach to students with disabilities as early as possible during the transition planning process and identification of students with disabilities who need transition services.

(d) **Coordination with statewide independent living council and independent living centers.**

The designated state unit, the Statewide Independent Living Council established under Section 705 of the Rehabilitation Act and 34 CFR 364, and the independent living centers described in Part C of Title VII of the Rehabilitation Act and 34 CFR 366 have developed working relationships and coordinate their activities.

(e) **Cooperative agreement with recipients of grants for services to American Indians.**

- (1) There is in the state a recipient(s) of a grant under Part C of Title I of the Rehabilitation Act for the provision of vocational rehabilitation services for American Indians who are individuals with disabilities residing on or near federal and state reservations.

Yes No X

- (2) If "Yes", the designated state agency has entered into a formal cooperative agreement that meets the following requirements with each grant recipient in the state that receives funds under Part C of Title I of the Rehabilitation Act:
- (A) strategies for interagency referral and information sharing that will assist in eligibility determinations and the development of individualized plans for employment;
 - (B) procedures for ensuring that American Indians who are individuals with disabilities and are living near a reservation or tribal service area are provided vocational rehabilitation services; and
 - (C) Provisions for sharing resources in cooperative studies and assessments, joint training activities, and other collaborative activities designed to improve the provision of services to American Indians who are individuals with disabilities.

4.9 Methods of administration. (Section 101(a) (6) of the Rehabilitation Act; 34 CFR 361.12, .19 and .51(a) and (b))

(a) **in general.**

The state agency employs methods of administration, including procedures to ensure accurate data collection and financial accountability, found by the commissioner to be necessary for the proper and efficient administration of the plan and for carrying out all the functions for which the state is responsible under the plan and 34 CFR 361.

(b) **Employment of individuals with disabilities.**

The designated state agency and entities carrying out community rehabilitation programs in the state, who are in receipt of assistance under Part B, of Title I of the Rehabilitation Act and this State Plan, take affirmative action to employ and advance in employment qualified individuals with disabilities covered under and on the same terms and conditions as set forth in Section 503 of the Rehabilitation Act.

(c) **Facilities.**

Any facility used in connection with the delivery of services assisted under this State Plan meets program accessibility requirements consistent with the provisions, as applicable, of the Architectural Barriers Rehabilitation Act of 1968, Section 504 of the Rehabilitation Act, the Americans with Disabilities Act of 1990 and the regulations implementing these laws.

4.10 Comprehensive system of personnel development. (Section 101(a) (7) of the Rehabilitation Act; 34 CFR 361.18)

Attachment 4.10 describes the designated state agency's procedures and activities to establish and maintain a comprehensive system of personnel development designed to ensure an adequate supply of qualified state rehabilitation professional and paraprofessional personnel for the designated state unit. The description includes the following:

(a) Data system on personnel and personnel development.

Development and maintenance of a system for collecting and analyzing on an annual basis data on qualified personnel needs and personnel development with respect to:

(1) Qualified personnel needs.

- (A)** The number of personnel who are employed by the state agency in the provision of vocational rehabilitation services in relation to the number of individuals served, broken down by personnel category;
- (B)** The number of personnel currently needed by the state agency to provide vocational rehabilitation services, broken down by personnel category; and
- (C)** Projections of the number of personnel, broken down by personnel category, who will be needed by the state agency to provide vocational rehabilitation services in the state in five years based on projections of the number of individuals to be served, including individuals with significant disabilities, the number of personnel expected to retire or leave the field, and other relevant factors.

(2) Personnel development.

- (A)** A list of the institutions of higher education in the state that are preparing vocational rehabilitation professionals, by type of program;
- (B)** The number of students enrolled at each of those institutions, broken down by type of program; and
- (C)** The number of students who graduated during the prior year from each of those institutions with certification or licensure, or with the credentials for certification or licensure, broken down by the personnel category for which they have received, or have the credentials to receive, certification or licensure.

(b) Plan for recruitment, preparation and retention of qualified personnel.

Development, updating on an annual basis, and implementation of a plan to address the current and projected needs for qualified personnel based on the data collection and analysis system described in paragraph (a) of this subsection and that provides for the coordination and facilitation of efforts between the designated state unit and institutions of higher education and professional associations to recruit, prepare and retain personnel who are qualified in accordance with paragraph (c) of this subsection, including personnel from minority backgrounds and personnel who are individuals with disabilities.

(c) Personnel standards.

Policies and procedures for the establishment and maintenance of personnel standards to ensure that designated state unit professional and paraprofessional personnel are appropriately and adequately prepared and trained, including:

- (1) standards that are consistent with any national- or state-approved or recognized certification, licensing, registration, or,
in the absence of these requirements, other comparable requirements (including state personnel requirements) that apply to the profession or discipline in which such personnel are providing vocational rehabilitation services.
- (2) To the extent that existing standards are not based on the highest requirements in the state applicable to a particular profession or discipline, the steps the state is currently taking and the steps the state plans to take in accordance with the written plan to retrain or hire personnel within the designated state unit to meet standards that are based on the highest requirements in the state, including measures to notify designated state unit personnel, the institutions of higher education identified in subparagraph (a)(2), and other public agencies of these steps and the time lines for taking each step.
- (3) The written plan required by subparagraph (c)(2) describes the following:
 - (A) specific strategies for retraining, recruiting and hiring personnel;
 - (B) the specific time period by which all state unit personnel will meet the standards required by subparagraph (c)(1);
 - (C) procedures for evaluating the designated state unit's progress in hiring or retraining personnel to meet applicable personnel standards within the established time period; and
 - (D) the identification of initial minimum qualifications that the designated state unit will require of newly hired personnel when the state unit is unable to hire new personnel who meet the established personnel standards and the identification of a plan for training such individuals to meet the applicable standards within the time period established for all state unit personnel to meet the established personnel standards.
- (d) **Staff development.**
Policies, procedures and activities to ensure that all personnel employed by the designated state unit receive appropriate and adequate training. The narrative describes the following:
 - (1) A system of staff development for professionals and paraprofessionals within the designated state unit, particularly with respect to assessment, vocational counseling, job placement and rehabilitation technology.
 - (2) Procedures for the acquisition and dissemination to designated state unit professionals and paraprofessional's significant knowledge from research and other sources.
- (e) **Personnel to address individual communication needs.**

Availability of personnel within the designated state unit or obtaining the services of other individuals who are able to communicate in the native language of applicants or eligible individuals who have limited English speaking ability or in appropriate modes of communication with applicants or eligible individuals.

(f) **Coordination of personnel development under the Individuals with Disabilities Education Act.**

Procedures and activities to coordinate the designated state unit's comprehensive system of personnel development with personnel development under the Individuals with Disabilities Education Act.

4.11. Statewide assessment; annual estimates; annual state goals and priorities; strategies; and progress reports. (Sections 101(a) (15), 105(c) (2) and 625(b) (2) of the Rehabilitation Act; 34 CFR 361.17(h) (2), .29, and 363.11(b))

(a) **Comprehensive statewide assessment.**

(1) **Attachment 4.11(a)** documents the results of a comprehensive, statewide assessment, jointly conducted every three years by the designated state unit and the State Rehabilitation Council (if the state has such a council). The assessment describes:

(A) The rehabilitation needs of individuals with disabilities residing within the state; particularly the vocational rehabilitation services needs of:

- (i) Individuals with the most significant disabilities, including their need for supported employment services;
- (ii) Individuals with disabilities who are minorities and individuals with disabilities who have been un-served or underserved by the vocational rehabilitation program carried out under this State Plan; and
- (iii) Individuals with disabilities served through other components of the statewide work force investment system.

(B) The need to establish, develop or improve community rehabilitation programs within the state.

(2) For any year in which the state updates the assessments, the designated state unit submits to the commissioner a report containing information regarding updates to the assessments.

(b) **Annual estimates.**

Attachment 4.11(b) identifies on an annual basis state estimates of the:

- (1) Number of individuals in the state who are eligible for services under the plan;
- (2) number of eligible individuals who will receive services provided with funds provided under Part B of Title I of the Rehabilitation Act and under Part B of Title VI of the Rehabilitation Act, including, if the designated state agency uses an order of selection in accordance with subparagraph 5.3(b) (2) of this State Plan, estimates of the number of individuals to be served under each priority category within the order; and

- (3) Costs of the services described in subparagraph (b) (1), including, if the designated state agency uses an order of selection, the service costs for each priority category within the order.

(c) **Goals and priorities.**

- (1) **Attachment 4.11(c)(1)** identifies the goals and priorities of the state that are jointly developed or revised, as applicable, with and agreed to by the State Rehabilitation Council, if the agency has a council, in carrying out the vocational rehabilitation and supported employment programs.
- (2) The designated state agency submits to the commissioner a report containing information regarding any revisions in the goals and priorities for any year the state revises the goals and priorities.
- (3) **Order of selection.**
If the state agency implements an order of selection, consistent with subparagraph 5.3(b) (2) of the State Plan, **Attachment 4.11(c) (3):**
 - (A) shows the order to be followed in selecting eligible individuals to be provided vocational rehabilitation services;
 - (B) provides a justification for the order; and
 - (C) Identifies the service and outcome goals, and the time within which these goals may be achieved for individuals in each priority category within the order.
- (4) **Goals and plans for distribution of Title VI, Part B, funds.**
Attachment 4.11(c)(4) specifies, consistent with subsection 6.4 of the State Plan supplement, the state's goals and priorities with respect to the distribution of funds received under Section 622 of the Rehabilitation Act for the provision of supported employment services.

(d) **Strategies.**

- (1) **Attachment 4.11(d)** describes the strategies, including:
 - (A) the methods to be used to expand and improve services to individuals with disabilities, including how a broad range of assistive technology services and assistive technology devices will be provided to those individuals at each stage of the rehabilitation process and how those services and devices will be provided to individuals with disabilities on a statewide basis;
 - (B) outreach procedures to identify and serve individuals with disabilities who are minorities, including those with the most significant disabilities in accordance with subsection 6.6 of the State Plan supplement, and individuals with disabilities who have been un-served or underserved by the vocational rehabilitation program;
 - (C) as applicable, the plan of the state for establishing, developing or improving community rehabilitation programs;

- (D) strategies to improve the performance of the state with respect to the evaluation standards and performance indicators established pursuant to Section 106 of the Rehabilitation Act; and
- (E) Strategies for assisting other components of the statewide work force investment system in assisting individuals with disabilities.

(2) **Attachment 4.11 (d)** describes how the designated state agency uses these strategies to:

- (A) address the needs identified in the assessment conducted under paragraph 4.11(a) and achieve the goals and priorities identified in the State Plan attachments under paragraph 4.11(c);
- (B) support the innovation and expansion activities identified in subparagraph 4.12(a)(1) and (2) of the plan; and
- (C) Overcome identified barriers relating to equitable access to and participation of individuals with disabilities in the State Vocational Rehabilitation Services Program and State Supported Employment Services Program.

(e) **Evaluation and reports of progress.**

- (1) The designated state unit and the State Rehabilitation Council, if the state unit has a council, jointly submits to the commissioner an annual report on the results of an evaluation of the effectiveness of the vocational rehabilitation program and the progress made in improving the effectiveness of the program from the previous year.

(2) **Attachment 4.11(e) (2):**

- (A) Provides an evaluation of the extent to which the goals identified in **Attachment 4.11(c) (1)** and, if applicable, **Attachment 4.11(c) (3)** were achieved;
- (B) identifies the strategies that contributed to the achievement of the goals and priorities;
- (C) describes the factors that impeded their achievement, to the extent they were not achieved;
- (D) assesses the performance of the state on the standards and indicators established pursuant to Section 106 of the Rehabilitation Act; and
- (E) Provides a report consistent with paragraph 4.12(c) of the plan on how the funds reserved for innovation and expansion activities were utilized in the preceding year.

4.12 Innovation and expansion. (Section 101(a) (18) of the Rehabilitation Act; 34 CFR 361.35)

- (a) The designated state agency reserves and uses a portion of the funds allotted to the state under Section 110 of the Rehabilitation Act for the:

- (1) development and implementation of innovative approaches to expand and improve the provision of vocational rehabilitation services to individuals with disabilities under this State Plan, particularly individuals with the most significant disabilities, consistent with the findings of the statewide assessment identified in **Attachment**

4.11(a) and goals and priorities of the state identified in **Attachments 4.11(c) (1)** and, if applicable, **Attachment 4.11(c) (3)**; and

- (2) support of the funding for the State Rehabilitation Council, if the state has such a council, consistent with the resource plan prepared under Section 105(d) (1) of the Rehabilitation Act and 34 CFR 361.17(i), and the funding of the Statewide Independent Living Council, consistent with the resource plan prepared under Section 705(e) (1) of the Rehabilitation Act and 34 CFR 364.21(i).

(b) **Attachment 4.11 (d)** describes how the reserved funds identified in subparagraph 4.12(a) (1) and (2) will be utilized.

(c) **Attachment 4.11(e) (2)** describes how the reserved funds were utilized in the preceding year.

4.13 Reports. (Section 101(a) (10) of the Rehabilitation Act; 34 CFR 361.40)

- (a) The designated state unit submits reports in the form and level of detail and at the time required by the commissioner regarding applicants for and eligible individuals receiving services under the State Plan.
- (b) Information submitted in the reports provides a complete count, unless sampling techniques are used, of the applicants and eligible individuals in a manner that permits the greatest possible cross-classification of data and protects the confidentiality of the identity of each individual.

SECTION 5: ADMINISTRATION OF THE PROVISION OF VOCATIONAL REHABILITATION SERVICES**5.1 Information and referral services.** (Sections 101(a) (5) (D) and (20) of the Rehabilitation Act; 34 CFR 361.37)

The designated state agency has implemented an information and referral system that is adequate to ensure that individuals with disabilities, including individuals who do not meet the agency's order of selection criteria for receiving vocational rehabilitation services if the agency is operating on an order of selection, are provided accurate vocational rehabilitation information and guidance, including counseling and referral for job placement, using appropriate modes of communication, to assist such individuals in preparing for, securing, retaining or regaining employment, and are referred to other appropriate federal and state programs, including other components of the statewide work force investment system in the state.

5.2 Residency. (Section 101(a) (12) of the Rehabilitation Act; 34 CFR 361.42(c) (1))

The designated state unit imposes no duration of residence requirement as part of determining an individual's eligibility for vocational rehabilitation services or that excludes from services under the plan any individual who is present in the state.

5.3 Ability to serve all eligible individuals; order of selection for services. (Sections 12(d) and 101(a) (5) of the Rehabilitation Act; 34 CFR 361.36)

- (a) The designated state unit is able to provide the full range of services listed in Section 103(a) of the Rehabilitation Act and 34 CFR 361.48, as appropriate, to all eligible individuals with disabilities in the state who apply for services.
Yes__ **No**__**X**
- (b) **If "No":**
 - (1) Individuals with the most significant disabilities, in accordance with criteria established by the state, are selected first for vocational rehabilitation services before other individuals with disabilities.
 - (2) **Attachment 4.11(c) (3):**
 - (A) Shows the order to be followed in selecting eligible individuals to be provided vocational rehabilitation services;
 - (B) Provides a justification for the order of selection; and
 - (C) Identifies the state's service and outcome goals and the time within which these goals may be achieved for individuals in each priority category within the order.
 - (3) Eligible individuals who do not meet the order of selection criteria have access to the services provided through the designated state unit's information and referral system established under Section 101(a)(20) of the Rehabilitation Act, 34 CFR 361.37, and subsection 5.1 of this State Plan.

5.4 Availability of comparable services and benefits. (Sections 101(a)(8) and 103(a) of the Rehabilitation Act; 34 CFR 361.53)

- (a) Prior to providing any vocational rehabilitation services, except those services identified in paragraph (b), to an eligible individual or to members of the individual's family, the state unit determines whether comparable services and benefits exist under any other program and whether those services and benefits are available to the individual.
- (b) The following services are exempt from a determination of the availability of comparable services and benefits:
 - (1) Assessment for determining eligibility and vocational rehabilitation needs by qualified personnel, including, if appropriate, an assessment by personnel skilled in rehabilitation technology;
 - (2) counseling and guidance, including information and support services to assist an individual in exercising informed choice consistent with the provisions of Section 102(d) of the Rehabilitation Act;
 - (3) referral and other services to secure needed services from other agencies, including other components of the statewide work force investment system, through agreements developed under Section 101(a)(11) of the Rehabilitation Act, if such services are not available under this State Plan;
 - (4) job-related services, including job search and placement assistance, job retention services, follow-up services, and follow-along services;
 - (5) Rehabilitation technology, including telecommunications, sensory and other technological aids and devices; and

- (6) Post-employment services consisting of the services listed under subparagraphs (1) through (5) of this paragraph.
- (c) The requirements of paragraph (a) of this section do not apply if the determination of the availability of comparable services and benefits under any other program would interrupt or delay:
 - (1) Progress of the individual toward achieving the employment outcome identified in the individualized plan for employment;
 - (2) An immediate job placement; or
 - (3) Provision of vocational rehabilitation services to any individual who is determined to be at extreme medical risk, based on medical evidence provided by an appropriate qualified medical professional.
- (d) The governor in consultation with the designated state vocational rehabilitation agency and other appropriate agencies ensures that an interagency agreement or other mechanism for interagency coordination that meets the requirements of Section 101(a)(8)(B)(i)-(iv) of the Rehabilitation Act takes effect between the designated state unit and any appropriate public entity, including the state Medicaid program, a public institution of higher education, and a component of the statewide work force investment system to ensure the provision of the vocational rehabilitation services identified in Section 103(a) of the Rehabilitation Act and 34 CFR 361.48, other than the services identified in paragraph (b) of this section, that are included in the individualized plan for employment of an eligible individual, including the provision of those vocational rehabilitation services during the pendency of any dispute that may arise in the implementation of the interagency agreement or other mechanism for interagency coordination.

5.5 Individualized plan for employment. (Section 101(a) (9) of the Rehabilitation Act; 34 CFR 361.45 and .46)

- (a) An individualized plan for employment meeting the requirements of Section 102(b) of the Rehabilitation Act and 34 CFR 361.45 and .46 is developed and implemented in a timely manner for each individual determined to be eligible for vocational rehabilitation services, except if the state has implemented an order of selection, and is developed and implemented for each individual to whom the designated state unit is able to provide vocational rehabilitation services.
- (b) Services to an eligible individual are provided in accordance with the provisions of the individualized plan for employment.

5.6 Opportunity to make informed choices regarding the selection of services and providers. (Sections 101(a) (19) and 102(d) of the Rehabilitation Act; 34 CFR 361.52)

Applicants and eligible individuals or, as appropriate, their representatives are provided information and support services to assist in exercising informed choice throughout the rehabilitation process, consistent with the provisions of Section 102(d) of the Rehabilitation Act and 34 CFR 361.52.

5.7 Services to American Indians. (Section 101(a) (13) of the Rehabilitation Act; 34 CFR 361.30)

The designated state unit provides vocational rehabilitation services to American Indians who are individuals with disabilities residing in the state to the same extent as the designated state agency provides such services to other significant populations of individuals with disabilities residing in the state.

5.8 Annual review of individuals in extended employment or other employment under special certificate provisions of the fair labor standards act of 1938. (Section 101(a) (14) of the Rehabilitation Act; 34 CFR 361.55)

- (a) The designated state unit conducts an annual review and reevaluation of the status of each individual with a disability served under this State Plan:
 - (1) who has achieved an employment outcome in which the individual is compensated in accordance with Section 14(c) of the Fair Labor Standards Act (29 U.S.C. 214(c)); or
 - (2) Whose record of services is closed while the individual is in extended employment on the basis that the individual is unable to achieve an employment outcome in an integrated setting or that the individual made an informed choice to remain in extended employment.
- (b) The designated state unit carries out the annual review and reevaluation for two years after the individual's record of services is closed (and thereafter if requested by the individual or, if appropriate, the individual's representative) to determine the interests, priorities and needs of the individual with respect to competitive employment or training for competitive employment.
- (c) The designated state unit makes maximum efforts, including the identification and provision of vocational rehabilitation services, reasonable accommodations and other necessary support services, to assist the individuals described in paragraph (a) in engaging in competitive employment.
- (d) The individual with a disability or, if appropriate, the individual's representative has input into the review and reevaluation and, through signed acknowledgement, attests that the review and reevaluation have been conducted.

5.9 Use of Title I funds for construction of facilities. (Sections 101(a) (17) and 103(b) (2) (A) of the Rehabilitation Act; 34 CFR 361.49(a) (1), .61 and .62(b))

If the state elects to construct, under special circumstances, facilities for community rehabilitation programs, the following requirements are met:

- (a) The federal share of the cost of construction for facilities for a fiscal year does not exceed an amount equal to 10 percent of the state's allotment under Section 110 of the Rehabilitation Act for that fiscal year.
- (b) The provisions of Section 306 of the Rehabilitation Act that were in effect prior to the enactment of the Rehabilitation Act Amendments of 1998 apply to such construction.

- (c) There is compliance with the requirements in 34 CFR 361.62(b) that ensure the use of the construction authority will not reduce the efforts of the designated state agency in providing other vocational rehabilitation services other than the establishment of facilities for community rehabilitation programs.

5.10 Contracts and cooperative agreements. (Section 101(a) (24) of the Rehabilitation Act; 34 CFR 361.31 and .32)

(a) Contracts with for-profit organizations.

The designated state agency has the authority to enter into contracts with for-profit organizations for the purpose of providing, as vocational rehabilitation services, on-the-job training and related programs for individuals with disabilities under Part A of Title VI of the Rehabilitation Act, upon the determination by the designated state agency that for-profit organizations are better qualified to provide vocational rehabilitation services than nonprofit agencies and organizations.

(b) Cooperative agreements with private nonprofit organizations.

Attachment 4.8(b) (3) describes the manner in which the designated state agency establishes cooperative agreements with private nonprofit vocational rehabilitation service providers.

STATE PLAN SUPPLEMENT FOR THE STATE SUPPORTED EMPLOYMENT SERVICES PROGRAM**SECTION 6: PROGRAM ADMINISTRATION**

- 6.1 Designated state agency.** (Section 625(b) (1) of the Rehabilitation Act; 34 CFR 363.11(a))
The designated state agency for vocational rehabilitation services identified in paragraph 1.2 of the Title I State Plan is the state agency designated to administer the State Supported Employment Services Program authorized under Title VI, Part B, of the Rehabilitation Act.
- 6.2 Statewide assessment of supported employment services needs.** (Section 625(b) (2) of the Rehabilitation Act; 34 CFR 363.11(b))
Attachment 4.11(a) describes the results of the comprehensive, statewide needs assessment conducted under Section 101(a)(15)(a)(1) of the Rehabilitation Act and subparagraph 4.11(a)(1) of the Title I State Plan with respect to the rehabilitation needs of individuals with most significant disabilities and their need for supported employment services, including needs related to coordination.
- 6.3 Quality, scope and extent of supported employment services.** (Section 625(b) (3) of the Rehabilitation Act; 34 CFR 363.11(c) and .50(b) (2))
Attachment 6.3 describes the quality, scope and extent of supported employment services to be provided to individuals with the most significant disabilities who are eligible to receive supported employment services. The description also addresses the timing of the transition to extended services to be provided by relevant state agencies, private nonprofit organizations or other sources following the cessation of supported employment service provided by the designated state agency.
- 6.4 Goals and plans for distribution of Title VI, Part B, funds.** (Section 625(b) (3) of the Rehabilitation Act; 34 CFR 363.11(d) and .20)
Attachment 4.11(c) (4) identifies the state's goals and plans with respect to the distribution of funds received under Section 622 of the Rehabilitation Act.
- 6.5 Evidence of collaboration with respect to supported employment services and extended services.** (Sections 625(b) (4) and (5) of the Rehabilitation Act; 34 CFR 363.11(e))
Attachment 4.8(b) (4) describes the efforts of the designated state agency to identify and make arrangements, including entering into cooperative agreements, with other state agencies and other appropriate entities to assist in the provision of supported employment services and other public or nonprofit agencies or organizations within the state, employers, natural supports, and other entities with respect to the provision of extended services.

6.6 Minority outreach. (34 CFR 363.11(f))

Attachment 4.11(d) includes a description of the designated state agency's outreach procedures for identifying and serving individuals with the most significant disabilities who are minorities.

6.7 Reports. (Sections 625(b) (8) and 626 of the Rehabilitation Act; 34 CFR 363.11(h) and .52)

The designated state agency submits reports in such form and in accordance with such procedures as the commissioner may require and collects the information required by Section 101(a) (10) of the Rehabilitation Act separately for individuals receiving supported employment services under Part B, of Title VI and individuals receiving supported employment services under Title I of the Rehabilitation Act.

SECTION 7: FINANCIAL ADMINISTRATION

- 7.1 Five percent limitation on administrative costs.** (Section 625(b) (7) of the Rehabilitation Act; 34 CFR 363.11(g) (8))
The designated state agency expends no more than five percent of the state's allotment under Section 622 of the Rehabilitation Act for administrative costs in carrying out the State Supported Employment Services Program.
- 7.2 Use of funds in providing services.** (Sections 623 and 625(b) (6) (A) and (D) of the Rehabilitation Act; 34 CFR 363.6(c) (2) (iv), .11(g) (1) and (4))
- (a) Funds made available under Title VI, Part B, of the Rehabilitation Act are used by the designated state agency only to provide supported employment services to individuals with the most significant disabilities who are eligible to receive such services.
 - (b) Funds provided under Title VI, Part B, are used only to supplement and not supplant the funds provided under Title I, Part B, of the Rehabilitation Act, in providing supported employment services specified in the individualized plan for employment.
 - (c) Funds provided under Part B of Title VI or Title I of the Rehabilitation Act are not used to provide extended services to individuals who are eligible under Part B of Title VI or Title I of the Rehabilitation Act.

SECTION 8: PROVISION OF SUPPORTED EMPLOYMENT SERVICES

8.1 Scope of supported employment services. (Sections 7(36) and 625(b) (6) (F) and (G) of the Rehabilitation Act; 34 CFR 361.5(b) (54), 363.11(g) (6) and (7))

- (a) Supported employment services are those services as defined in Section 7(36) of the Rehabilitation Act and 34 CFR 361.5(b)(54).
- (b) To the extent job skills training is provided, the training is provided on-site.
- (c) Supported employment services include placement in an integrated setting for the maximum number of hours possible based on the unique strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice of individuals with the most significant disabilities.

8.2 Comprehensive assessments of individuals with significant disabilities. (Sections 7(2) (B) and 625(b) (6) (B); 34 CFR 361.5(b) (6) (ii) and 363.11(g) (2))

The comprehensive assessment of individuals with significant disabilities conducted under Section 102(b) (1) of the Rehabilitation Act and funded under Title I of the Rehabilitation Act includes consideration of supported employment as an appropriate employment outcome.

8.3 Individualized plan for employment. (Sections 102(b) (3) (F) and 625(b) (6) (C) and (E) of the Rehabilitation Act; 34 CFR 361.46(b) and 363.11(g) (3) and (5))

- (a) An individualized plan for employment that meets the requirements of Section 102(b) of the Rehabilitation Act and 34 CFR 361.45 and .46 is developed and updated using funds under Title I.
- (b) The individualized plan for employment:
 - (1) specifies the supported employment services to be provided;
 - (2) Describes the expected extended services needed; and
 - (3) identifies the source of extended services, including natural supports, or, to the extent that it is not possible to identify the source of extended services at the time the individualized plan for employment plan is developed, a statement describing the basis for concluding that there is a reasonable expectation that sources will become available.
- (c) Services provided under an individualized plan for employment are coordinated with services provided under other individualized plans established under other federal or state programs.

Attachment 4.8 Cooperation, collaboration and coordination. (Sections 101(a) (11), (24) (b), and 625(b) (4) and (5) of the Rehabilitation Act; 34 CFR 361.22, .23, .24, and .31, and 363.11(e)

4.8(a) Cooperative agreements with other components of statewide work force investment system

The Administration finalized its agreement with the Department of Employment Services on July 22, 2009. The agreement provides DDS/RSA staff co-location at various One Stop Centers, office and meeting spaces, and provides DDS/RSA referred individuals with disabilities career exploration, job placement assistance and follow-up.

Attachment 4.8(b) Cooperation and coordination with other agencies and entities. Attachment 4.8(b) (1)

The Department on Disability Services, Rehabilitation Services (“Administration” or “DDS/RSA”) values its relationships with its federal, state and local partners that are not part of the Workforce Investment System. The Administration is working aggressively to finalize its cooperative agreements. As the Administration transitions under new leadership, it is simultaneously implementing corrective measures to address the deficiencies while making gradual progress in completing its outstanding agreements

Memoranda of Agreement (MOA) with the following entities have been transmitted: The Department on Mental Health, The University of the District of Columbia, District of Columbia Public Schools, Developmental Disability Administration, Department of Human Services, Court Services and Offender Supervision Agency, U.S. Department of Labor, Office of Disability Employment Policy, District of Columbia Public Schools, Lt. Joseph P. Kennedy Institute of Catholic Charities, and “Project SEARCH” Cincinnati. The agency counselors use the facilities at various itinerant sites including Community Connections, DC Superior Court, DC Aging and Disability Resource Center and National Rehabilitation Hospital. The Administration continues to work to achieve compliance with its outdated MOA and plans to be in total compliance by the end of fiscal year 2011.

Attachment 4.8(b) (2) Coordination, with education officials to facilitate the transition of students with disabilities from school to the receipt of vocational rehabilitation services.

The Department on Disability Services, Rehabilitation Services Administration considers service provision to high school students with disabilities and their families a major priority within the District of Columbia. The DDS/RSA is working aggressively with local educational leaders in special education to develop strategies to identify students earlier who will need transition services.

The Department on Disability Services, Rehabilitation Services Administration is working toward the development of cooperative agreements to coordinate more efficient transition services with the District of Columbia Public Schools (DCPS). The participating partners are the DDS (Rehabilitation Services Administration and Developmental Disabilities Administration) and DCPS. To date, the draft Memorandum of Agreement (MOA) has not been finalized. .

The DDS/RSA continues to participate in the National Community of Practice monthly teleconferences on transition. The NCoP consists of statewide VR agencies, national organizations, community organizations, local school organizations, public and private organizations, and parents of students with disabilities.

The agency participates on the State Advisory Panel on Transition, the National Community of Practice, the city-wide Transition Workgroup led by Curtis Richards, director, Center for Workforce Development Institute for Educational Leadership that includes the DC Office of the State Superintendent of Education (OSSE). This partnership is essential to enhance transition services in the District of Columbia. Through active coordination with OSSE, the central DCPS offices, and other government agencies, the Administration has made significant progress in identifying student and program needs, developing new strategies that focus on employment while in school, increasing options and opportunities that assist students in making career choices; and, increasing awareness of support services and employment opportunities in the Washington, D.C. Metropolitan Area.

Attachment 4.8(b) (3) Establishment of cooperative agreements with private nonprofit vocational rehabilitation service providers

The Department on Disability Services/Rehabilitation Services Administration utilizes resources from public and private agencies to provide needed services for our consumers. The Administration through its Human Care Agreements (HCA) continues working with its growing network of local private non-profit, community rehabilitation providers who provided services to a total of 199 consumers during FY 2010.

Currently, the Administration has implemented 16 Human Care agreements. The HCA include six (6) service providers who provide Evidenced-Based Supported Employment services for individuals with mental disabilities; and, ten (10) service providers who provide direct job placement services. Two (2) HCA vendors are providing work adjustment training services.

The Administration is very excited about the inclusion of direct job placement service providers through Human Care Agreements awarded in January, 2010. After the new HCA were awarded, the Vocational Rehabilitation Services Division staff (VRSD)(managers, VR counselors and Transition Specialists) invited the vendors to a meeting on January 16-17 2010. The HCA providers discussed their services, what our consumers could expect of their programs; and, the types of services provided. A representative of the DDS Office of Contracts and Procurement also attended to reinforce the expectations and requirements of the new agreements. The Administration and HCA provider staffs have met on several occasions for agency and vendor cross training in job readiness.

The agency has two (2) Contracting Officer Technical Representatives (COTR) to monitor day-to-day compliance with the HCA contracts for supported employment and job placement services. The solicitation for the Human Care Agreements is on-going and VRSD staff has recently completed evaluations of two (2) companies that submitted proposals.

Attachment 4.8(b) (3) Establishment of cooperative agreements with private nonprofit vocational rehabilitation service providers

The following describes the programs and services provided to consumers by the private community based rehabilitation programs that are currently working with our Administration:

Community Connections, Inc. is a private, not-for-profit mental health agency in Washington, D.C. Since 1984, Community Connections has worked with people who have been marginalized to assist them toward stable, integrated community living. Clinical programs, residential and supportive services, and research projects play mutually supportive services, and research projects play mutually supportive roles in achieving this goal. (12 consumers served)

Green Door provides vocational work adjustment training with emphasis on transitional employment for adults with significant and persistent mental illness to assist them in improving their functioning in the community, maximizing their community tenure and succeeding in obtaining and retaining employment. Emphasis is placed on supported employment and transition consumers. Green Door has an agreement with the Administration to provide comprehensive independent living services to individuals with severe and persistent mental illness. The target population are adults eighteen years of age and older with a primary diagnosis of severe persistent mental illness, a significant number of whom have a secondary diagnosis of substance abuse. Many of these consumers are African American, Latino and Asian. The Green Door is a model psychosocial program certified by the International Center for Clubhouse Development. Program services that are offered include, but are not limited to counseling, peer and family counseling, educational program advocacy, continuing education, guidance counseling, pre-vocational skills, basic education and literacy GED training, life skills; and, information and referral for numerous support services. (19 consumers served)

Lt. Joseph P. Kennedy Institute provides vocational and work adjustment training and work placement services to assist transition youth in preparing for the world of work, completing vocational evaluations and assessments, work adjustment training, supported employment, job placement and follow-along support. The Lt. Joseph P. Kennedy Institute specializes in services to adults with intellectual

Attachment 4.8(b) (3) Establishment of cooperative agreements with private nonprofit vocational rehabilitation service providers

disabilities but also provides services to individuals with physical disabilities, mobility impairments, sensory limitations, autism, mental disabilities and substance abuse. Lt. Joseph P. Kennedy Institute of Catholic Charities assists students 16 and older engage in transition planning and career preparation, learning workplace skills, visiting a variety of places of employment, working in internship or competitive employment, and travel training. Graduating students are referred to adult service providers, Developmental Disabilities Administration, and Rehabilitation Services Administration, to ensure continued support and programming. Their staff communicates with each student's family or residential staff to periodically clarify expectations, celebrate accomplishments, and look to the future. (43 consumers served)

Anchor Mental Health is a 501 (c) (3) not-for-profit organization, affiliated with the Archdiocese of Washington. Its mission is to provide the support necessary to empower adults recovering from mental illnesses to define and pursue their life goals. Its Anchor Enterprises helps consumers locate and hold competitive employment in the community. NISH contract job sites offer supported transitional employment opportunities for consumers who are not yet ready for competitive employment. Its Rehabilitation Services Program (RESP) is a structured day program which offers an array of rehabilitation, counseling and vocational services to help adults who have mental illnesses in their recovery efforts. (20 consumers served)

The Arc of DC, Inc. provides services to persons with intellectual disabilities with primary and secondary disabilities. Services include, but are not limited to, work adjustment training for individuals with significant and persistent mental illness, vocational work adjustment training with emphasis on transitional employment and job placement. (10 consumers served)

Creative Options & Employment, Inc. (COE) is a one stop non-profit community-based person-centered organization that assists persons with disabilities by eliminating employment barriers, enhancing marketable skills, providing person-centered planning, fostering community inclusion and developing the necessary supports to maintain individual career and personal goals. (11 consumers served)

Attachment 4.8(b) (3) Establishment of cooperative agreements with private nonprofit vocational rehabilitation service providers

Deaf-Reach, Inc. was founded in 1972 by the National Health Care Foundation for the Deaf (Deaf-Reach) as a nonprofit 501 (c) (3) organization within the District of Columbia. Its mission is to maximize the self-sufficiency of deaf adults needing special services by providing referral, education, advocacy, counseling, and housing. (12 consumers served)

National Children's Center, Inc. (NCC) is a recognized leader in providing comprehensive and innovative services for children and adults with developmental disabilities in the District of Columbia and Maryland. Their community-based services include early intervention, schools, employment, adult day and residential programs. These quality personalized lifespan services now benefit more than 500 infants, children and adults with developmental disabilities every day. Additionally, they offer supported employment services and long-term follow-along services for persons with intellectual disabilities and developmental disabilities. (12 consumers served)

Pride Industries is a not-for-profit business and one of the nation's largest employers of people with disabilities. Their businesses meet the manufacturing and service needs of customers nationwide, while supporting its mission of creating good jobs for people with disabilities. Pride Industries provides a wide variety of rehabilitation and vocational services that support people with a multitude of disabilities or other barriers for employment. They use an individualized approach that includes assessing skills, identifying suitable employment matches, and developing a plan to assist each individual in obtaining the training, adaptive resources, coaching and support needed to be successful. (24 consumers served)

Project ReDirect, Inc. has a mission to empower families to prevent child abuse, juvenile delinquency, and to work proactively to facilitate the restoration of the family. (1 consumer served)

Psychiatric Center Chartered, Inc. is a private, certified mental health facility that has served the Washington Metropolitan area since 1973, and allows customers to remain in the community while receiving intensive therapy. Its

Attachment 4.8(b) (3) Establishment of cooperative agreements with private nonprofit vocational rehabilitation service providers

Rehabilitation and Employment Services Program continuum consists of six (6) interactive programs: psychosocial rehabilitation, prevocational training/counseling, sheltered work, work readiness, supported employment and transitional employment. (10 consumers served)

St. Johns' Community Services (SJCS) is a nonprofit, community-based organization that supports children and adults with intellectual, developmental, physical and other disabilities. SJCS's "support without walls" activist approach enables people with disabilities to fully participate in and become contributors to the communities of their choice in education, employment, adult day, and residential services. SJCS employment services in the District of Columbia, Pennsylvania (Philadelphia), Northern Virginia and West Tennessee support people with disabilities to explore career options and to acquire and retain competitive employment. People supported include those with intellectual disabilities, learning disabilities, mental health issues, visual impairment, autism, physical disabilities, traumatic brain injury, stroke survivors, as well as welfare recipients.

As individuals explore their job interests and express preferences, SJCS staff work with them to determine their goals and the support needed to do the job successfully. SJCS employment specialists provide comprehensive vocational assessments, career planning, job development and selection, on-the-job training, job coaching, and other life skills training. At the same time, they support employers and co-workers to work effectively with new employees. The SJCS staff works to meet the needs of both employees with a disability and employers, while gradually increasing the probability for a long-term employee-employer relationship. Additionally, SJCS provides consulting services to local, national and international organizations.

New Life, Incorporated provides independent living skills and recreational services for wheelchair users who are youths and adults with developmental and physical disabilities living in the Washington, DC area. Through supervised interactions with other youths and adult wheelchair users, our consumers receive training in a wide variety of wheelchair sports. Over the past 30 years, many of

Attachment 4.8(b) (3) Establishment of cooperative agreements with private nonprofit vocational rehabilitation service providers

the consumers have attended Special Needs summer camps and participated in wheelchair sports activities and games. Through one-on-one mentorship and motivational, life-changing experiences, youth wheelchair users have emerged better equipped to tackle the challenges of living independently in the community and seeking employment.

The Administration increased its pool of community rehabilitation providers by negotiating new Human Care Agreements with the Community Rehabilitation Programs. The following are providers with newly negotiated contracts. While the referral procedure is being worked out with these providers, no client referrals have been made:

Capitol Hill Supportive Services Programs, Inc. provides job readiness skill training, preparing and assisting individuals to obtain employment by locating job openings, assessing job requirements, matching job requirements with the individual's capabilities, and providing sufficient follow-up services to both the individual and the employer.

Pathways to Housing DC was founded by Dr. Sam Tsemberis in 1992, and is widely credited as being the originator of the *Housing First* model among people with psychiatric disabilities. *Housing First* provides housing first and then combines that housing with supportive treatment services in the areas of mental and physical health, substance abuse, education, and employment. Housing is provided in apartments scattered throughout a community. This "scattered site" model fosters a sense of home and self-determination, and it helps speed the reintegration of Pathways' clients into the community. The model has been replicated in more than 40 cities across the United States, as well as in Canada, Japan, the Netherlands, Spain and Portugal. In 2009, the agency received three prestigious federal stimulus grants from the Substance Abuse and Mental Health Services Administration (SAMHA) to build new programs in new communities. SAMHA is the federal agency charged with improving rehabilitative services to reduce the impacts of substance abuse and mental illness.

Innovative Concepts, Inc. was incorporated in Maryland in 2007 to provide community-based housing facilities for persons with disabilities. The vocational habilitation services program consists of prevocational training and supported

Attachment 4.8(b) (3) Establishment of cooperative agreements with private nonprofit vocational rehabilitation service providers

employment, computer training, mentorship programs, GED and SAT preparation, educational training. And the enlistment and involvement of public and private service agencies, corporations, educational institutions, and governmental entities. It is an approved DC DDS Medicaid Waiver provider of prevocational habilitation, independent habilitation and supported employment.

The Art and Drama Therapy Institute, Inc. (ADTI) is a medically supervised, therapeutic day treatment center for adults with intellectual and developmental disabilities. ADTI is located in an economically deprived part of Northeast Washington, D.C., less than three miles from The White House. Its innovative approach to the care and treatment of adults with intellectual and developmental disabilities through the use of art, music, movement, and drama therapies, along with innovative behavior management techniques, has been hailed by the President's Committee on Mental Retardation and *The Washington Post* as "a national model." ADTI is home to the *Therapeutic Noh Theater*, directed by Master Teacher, Dr. Sirkku M. Sky Hiltunen. In addition, ADTI has built its own authentic *Keiko Komatsubara Noh Stage*—the first of only three (3) in the United States. Dr. M. "Muggy Do" Dickinson, is the Founder and Producer of ADTI's Inspirational Choir and Moroccan Ensemble, whose CD received two submissions for a nomination for Grammy. CD and DVD are currently available on *Amazon.com* under "Let Us Fly."

Work Opportunities Unlimited, Inc. provides supported employment services that include support services, individual placements, benefit planning and asset management, vocational evaluation, situational assessments, and job readiness and job placement services.

4.8(b) (4) Cooperative agreements with other state agencies and entities with respect to the provision of supported employment and extended services for individuals with the most significant disabilities

The Administration's Supported Employment program (SE) for persons with persistent mental illness utilizes an evidenced-based approach to help individuals with the most significant disabilities to secure, retain, or regain competitive employment in an

4.8(b) (4) Cooperative agreements with other state agencies and entities with respect to the provision of supported employment and extended services for individuals with the most significant disabilities

integrated setting that pays minimum or better wages, and provides benefits. Supported Employment services are individualized and include, but are not limited to:

- Counseling and guidance
- Job coaching (on-the-job training)
- Rapid job search and placement
- Short-term training
- Follow-along (unlimited supports)
- Development of natural supports.

The Administration coordinates its supported employment services through partnerships with the DDS Developmental Disabilities Administration (DDA) and the Department of Mental Health (DMH). The partners have worked together to develop a cadre of community based providers with expertise in serving persons diagnosed with developmental disabilities and persons diagnosed with serious mental illness. DDS/RSA and DDA have continued to establish Human Care Agreements with four (4) supported employment providers for persons with developmental disabilities as the payment mechanism for services.

The Evidenced-Based Practice (EBP) in supported employment for persons with persistent mental illness is a model that emphasizes employment as an alternative to other models; and, it has been adopted by the Administration. The model allows the Administration to make supported employment services accessible to individuals with a lack of job readiness, chronic substance abuse, a history of violent behavior, minimal intellectual capacity and/ or the lack of symptoms of a mental illness. The Administration continues to improve and strengthen its partnerships with the Department of Mental Health (DMH) and the Developmental Disabilities Administration (DDA) to maximize the delivery of supported employment services for individuals with significant disabilities and to improve competitive employment outcomes for its shared consumers. As the program progresses, the Administration continues its role on the Interagency Committee on Supported Employment (ICSE) reviewing DDA consumers being considered for supported employment. The ICSE, comprised of DDA, DMH and the Administration, is working to increase the number of referrals for supported employment. The Administration's supported employment staff continues to streamline the application process to ensure notification of appointments, eligibility determination, and

4.8(b) (4) Cooperative agreements with other state agencies and entities with respect to the provision of supported employment and extended services for individuals with the most significant disabilities

the Individualized Plan for Employment (IPE) is completed in accordance with federal requirements.

Long term follow-along extended services for consumers are provided by DDA and DMH. The DDS administers a DDA waiver which includes long term supports for consumers with developmental disabilities in Supported Employment as well as an array of other services such as residential, transportation, and homemaker services that may be required to support the client. The DMH provides on-going support through its core mental health agencies.

Six (6) private non-profit organizations (Anchor Mental Health, Community Connections, Inc., Deaf-Reach, Inc., Green Door, Pathways to Housing and Psychiatric Center Chartered Inc.) are providing our consumers with Evidenced Based Supported Employment. Eight (8) providers (ARC of DC, Inc., Creative Options & Employment, Inc., National Children's Center, Inc., Pride Industries, Project ReDirect, Inc., Psychiatric Center Chartered Inc., St. Johnson's Community Services, St. John's Community Services, Lt. Joseph P. Kennedy Institute; and Work Opportunities Unlimited), provide supported employment services that include, but are limited to, work adjustment training for individuals with significant and persistent mental illness and vocational work adjustment training with an emphasis on transitional employment and job placement, respectively.

(c) Coordination with education officials.

(1) Attachment 4.8(b) (2) Plans, Policies and Procedures for Coordination between the designated state agency and educational officials

4.8(c) (2) (A) Development and approval of an individualized plan for employment for students with disabilities as early as possible during the transition planning process

As a result of the realignment in the Vocational Rehabilitation Services Division (VRSD), the process of student referrals for services has been reevaluated to facilitate a more efficient transfer to the vocational rehabilitation counselor and to complete the IPE

4.8(c) (2) (A) Development and approval of an individualized plan for employment for students with disabilities as early as possible during the transition planning process

process prior to the student exiting high school. The Deputy Director of DDS/RSA appointed the Interim Coordinator as Transition Coordinator, effective January 31, 2010.

The Youth and Transition Unit has four (4) Transition Specialists, one (1) Program Support Assistant, and three (3) Transition Specialist vacancies. The unit provides technical assistance to secondary school youth with disabilities. The scope of services provided by the Transition Specialists spans a wide spectrum of outreach activities: conducting workshops and informational sessions for parents and youth on disability

In FY 2009, 891 youths were referred to the Administration for transition services. This represented an increase of 60% over FY 2008. The number of transition youths with an IPE before graduation in FY 2009 was 305: an increase of 108% when compared to FY 2008.

To-date, in FY 2010, 734 youths have referred to the Administration. Of this number, 4.8% have IPE. Each Transition Specialist is assigned to 16-22 secondary schools. Currently, over 115 secondary schools have been assigned to the Youth and Transition Unit. A vocational rehabilitation counselor, with a transition specialist, is assigned to each of these 115 secondary schools.

Aided by the transition specialists, the vocational rehabilitation counselors are providing outreach, vocational rehabilitation services, and orientation to students, school officials, parents, and others involved in the transition services process. The vocational rehabilitation counselor determines a student's eligibility for vocational rehabilitation services, develops an approved Individualized Plan for Employment, and sponsors the delivery of necessary transition services to assist the student to plan for and obtain successful post-school employment.

As a result of the newly drafted MOA between the Administration, the Developmental Disabilities Administration and the District of Columbia Public Schools ("DCPS), the Individualized Plan for Employment (IPE) and the Individualized Habilitation Plan (IHP) are completed or updated as early as possible prior to the student's anticipated school exit to allow for a smoother transition to the student's desired post-school outcome.

Attachment 4.8(c) (2) (B) Formal interagency agreements with the state educational

(i) Consultation and technical assistance to assist educational agencies in planning for the transition of students with disabilities

The provision of technical assistance to students and their families, guardians and surrogates in planning for the transition of students with disabilities from secondary school to post-school activities and inclusion in the adult community is stipulated in the amended MOA and an OSSE January 5, 2010 Memorandum.

On January 5, 2010, the State Superintendent of Education issued a Memorandum to the Chancellor, District of Columbia Public Schools, the Public Charter School Board of Directors, the Public Charter School Directors, and principals of DC Public Schools regarding secondary transition. This document clarifies what is required of all Local Education Agencies (LEAs) to ensure the District of Columbia has in place secondary transition policies and procedures, as required by IDEA and Title 5, Chapter 30 of the District of Columbia Municipal Regulations (DCMR). The document further emphasizes the roles and responsibilities of LEA to prepare students with disabilities for postsecondary education, vocational education, integrated employment, continuing and adult education, adult services, independent living, or community participation upon graduation or exiting high school. It clearly states and defines the coordinated set of activities in the transition process. Importantly, the document instructs the LEAS to invite a representative from DC/RSA to IEP meetings and to invite other public agencies that are providing transition services.

(ii) Transition planning by personnel of the designated state agency and the educational agency

The District of Columbia Public Schools (DCPS), Charter Schools, and Private Schools continue to work with the Administration in the “Transition Individual Educational Plan” process. Schools invite the appropriate representatives that may be responsible for providing or paying for transition services, when the goal of the IEP meeting is to consider transition services. To plan effective transition services for students with disabilities, it is essential that all invited key representatives encourage and support participation in this process.

Attachment 4.8(c) (2) (B) (ii) Transition planning by personnel of the designated state agency and the educational agency

As noted above, each transition specialist currently has been assigned to provide services at 16 to 22 schools. Their role is to coordinate with the school special education coordinator (SEC) or designated special education staff in identifying students with IEP or 504 Plans; retrieve the referrals for VR services during the 11th grade or junior year; contact the VR counselor assigned to the school to commence the coordination of transition services; contact the youth and family member(s) or legal guardian and maintain contact throughout the first half of the school months during the student's junior or sophomore year of secondary school; and, transfer to the vocational rehabilitation counselor referrals for all junior and seniors to ensure the vocational rehabilitation counselor determines eligibility for vocational rehabilitation services and develops the IPE prior to the student's anticipated exit from secondary school.

The Administration allocates approximately 52% of its staffing resources to transition services for students with disabilities. Our new electronic Case Management Information System (Libera System 7) will go on-line on May 3, 2010. It represents a very exciting development in the Administration. While it will substantially improve the coding and tracking of transition service delivery, it will allow the agency to prepare federal government reports, CAP stat reports for the Government of the District of Columbia; as well as capture vital statistical data on the numbers of individuals with disabilities (underserved and unserved) with limited-to-no English speaking proficiency for the first time.

Attachment 4.8(c) (2) (B) (iii) Roles and responsibilities

As previously stated, the purpose of the MOA is to foster cooperation and collaboration between DCPS, DDS/RSA, and DDS/DDA. The Administration works to encourage other agencies to enter into formal agreements with DDS/RSA and DCPS to address consultation, coordination, and the provision of technical assistance to students [beginning at age 16 or earlier] and families in the development of vocational and independent living goals in preparation for the successful movement from school to employment and independent living.

Attachment 4.8(c) (2) (B) (iii) Roles and responsibilities

The roles and responsibilities for each partner agency are:

1. The local education agencies are responsible for the development, implementation and cost of educational and vocational programs that are consistent with the mandate of a Free and Appropriate Public Education (FAPE) in IDEA 2004.
2. The Developmental Disabilities Administration will provide case management Administration for all students committed to DDS and, will refer students to DDA and deemed eligible for supported employment to DDS/RSA. The Administration will provide case management administration for students receiving supported employment services.
3. The Administration will provide technical assistance or consultation to the school staff, students (beginning at age 16), and families in the development of vocational and independent living goals in preparation for the successful movement from school to employment and/or Independent Living.

Attachment 4.8(c) (2) (B) (iv) Procedures for outreach to students with disabilities

The DDS/RSA Transition Unit has presented and exhibited information on available vocational rehabilitation services and other resources at awareness, economic trends and assistive technology devices; attending IEP meetings and school events (Back to School Nights, career planning affairs and assemblies); obtaining transition referrals from secondary schools for immediate submission to the vocational rehabilitation counselors; and, assisting the vocational counselors in the secondary schools.

The provision of technical assistance to students and their families, guardians and surrogates in planning for the transition of students with disabilities from secondary school to post-school activities and inclusion in the adult community is stipulated in the amended MOA and an OSSE January 5, 2010 Memorandum.

The Administration's vocational rehabilitation counselors, assigned to the schools with assistance from the transition specialists, are now provide outreach, vocational rehabilitation referral information and orientation to students, school officials, parents, and others involved in transition services. The vocational rehabilitation counselor

Attachment 4.8(c) (2) (B) (iv) Procedures for outreach to students with disabilities

determines a student's eligibility for vocational rehabilitation services, develops an approved Individualized Plan for Employment, and sponsors the delivery of necessary transition services to assist the student with planning for and obtaining successful post-school employment.

The Individualized Plan for Employment and the Individualized Habilitation Plan (IHP) are completed or updated as early as possible prior to the student's anticipated school exit. The Administration is developing a proposed agreement to allow transition specialists to gain access to the DCPS Easy IEP automated system which will allow immediate access to retrieve the IEP of students with disabilities who are preparing to exit post secondary school. The transition specialists currently have working relationships with school personnel that allows them to access the required information for vocational planning.

Attachment 4.8 (d) Coordination with statewide independent living council and independent living centers.

The District of Columbia Statewide Independent Living Council ("DCSILC") is a partner in the Administration's efforts to address the concerns cited in the Comprehensive Statewide Needs Assessment. Upon release of the findings, many stakeholders who work or provide services on behalf of persons with disabilities have become integral partners with the goal of initiating the delivery of quality services to District of Columbia residents. These stakeholders include the District of Columbia Office on Disability Rights, the District of Columbia Aging and Disability Resource Center, the Council of the District of Columbia, the District of Columbia Client Assistance Program, the District of Columbia Workforce Investment Council and many from the Washington, DC Metropolitan Area network of community rehabilitation programs and service providers.

The DCSILC Chair serves as a member of the District of Columbia State Rehabilitation Council and vice versa. Both councils collaborate with the Department on Disability Services Rehabilitation Services Administration, the designated state agency.

Most members of the DCSILC have other affiliations that involve or address the empowerment of persons with disabilities which fosters collaboration among groups and individuals with similar goals and objectives.

Attachment 4.8 (d) Coordination with statewide independent living council and independent living centers.

The SILC and Centers for Independent Living continue to promote the Help America Vote Act of 2000 through their unified efforts to register District of Columbia citizens to vote. Voter registration cards are distributed at each outreach event. Members worked city-wide with the Board of Elections to provide training to persons with disabilities at polling places during elections.

The District of Columbia Statewide Independent Living Council's (DCSILC) primary goal for FY 2010 was to collaborate with the designated state unit, the District of Columbia Executive Office of the Mayor's Office of Boards and Commissions (OIB) to meet reorganization challenges, as outlined in Section 705 of the Rehabilitation Act and 34 CFR 364. The objectives were to identify eligible members with various disability experiences, have them appointed by the Mayor of the District of Columbia; and, provide them with extensive training. At the end of fiscal year 2010, 10 members were appointed.

To expedite the reorganization of the DCSILC, the Administration sought the expertise of The George Washington University Technical Assistance & Continuing Education Center, Region 3, to assist in providing training sessions that clearly outlined the duties and responsibilities of the DCSILC, as well as the designated state unit (Administration) and the District of Columbia Center for Independent Living (DCCIL). These training sessions were considered to be helpful by the newly appointed DCSILC members.

The DCSILC continued its collaboration with other stakeholders to provide the following community events and activities:

- The DCSCIL donated items for a silent auction sponsored by the National Federation of the Blind Annual Conference held on October 9, 2009, at 650 Water Street, SW.
- The DCSCIL participated in the American Association of People with Disabilities (AAPD) 2010 Leadership Awards Gala held at the Ronald Regan Building & International Trade Center (1300 Pennsylvania Avenue, N.W.) on March 10, 2010, in celebration of AAPD's 15th anniversary and the 20th anniversary of the Americans with Disabilities Act.

Attachment 4.8 (d) Coordination with statewide independent living council and independent living centers.

- The DCSILC supported the March 10, 2010, National Broadband Plan and Accessibility for People with Disabilities Conference hosted by a community partner, the Adaptive Services Division, DC Public Library (The Martin Luther King, Jr. Library at 901 G Street, N.W.).
- Throughout the past year, the DCSILC membership has participated in a number of training webinars sponsored by the National Council on Independent Living in collaboration with the Independent Living Research and Utilization (ILRU).

STATE: District of Columbia
COMBINED X

GENERAL _____ VISUALLY IMPAIRED